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Contract Database Metadata Elements

Title: **Pearl River Union Free School District and Pearl River School Administrators Association (PRSAA) (2000)**

Employer Name: **Pearl River Union Free School District**

Union: **Pearl River School Administrators Association (PRSAA)**

Effective Date: **07/01/00**

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Pearl River Ufsd And Pearl River
Administrators Assn

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AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF

THE PEARL RIVER UNION FREE SCHOOL DISTRICT

AND

THE PEARL RIVER SCHOOL ADMINISTRATORS ASSOCIATION

JULY 1, 2000 - June 30, 2003

RECEIVED

NOV 07 2001

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

11

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PREAMBLE

It is hereby agreed by and between the Pearl River Union Free School District and the Pearl River Administrators' Association that the conditions, items negotiated, and terms of employment of and for the persons described herein below, shall be as follows:

ARTICLE I – RECOGNITION

A. The Board of Education of the Pearl River Union Free School District ("Board") hereby recognizes the Pearl River School Administrators Association ("PRSAA" or "Association") as the exclusive employee organization representing the following professional certified administrative and supervisory personnel:

Directors

High School Principal

Middle School Principal]

Elementary School Principals

Assistant Principals

Supervisors (title to be deleted June 30, 2002)

Excluded: All other personnel

for the purpose of negotiating collectively the determination of the terms and conditions of employment, negotiating collectively the determination of and administration of grievances arising under the terms and conditions of employment, and for the purpose of entering into written agreements in determining such terms and conditions of employment.

B. This Agreement shall remain in full force and effect for the period beginning July 1, 2000, and ending June 30, 2003, and may not be changed, altered or modified during such period without mutual consent, in writing, of the parties hereto.

C. Any written request for modifications of this Agreement must specify the article and paragraph to be amended and the proposed wording. Within twenty (20) days of receipt of the request, the second party shall indicate their willingness or unwillingness to meet.

D. If the second party agrees to meet, they shall so specify in writing. If both parties are unable to agree to an acceptable amendment within thirty (30) school days of the initial meeting, and if they do not mutually agree to extend negotiations, the agreement shall be closed.

E. The parties agree to meet by December 15th, of the year preceding the expiration of the agreement to develop procedures for conducting negotiations.

ARTICLE II – GRIEVANCE PROCEDURES

A. A grievance shall be a claim by an administrator or group of administrators in the unit stating that there has been a violation of this Agreement. The decision as to the appointment of a probationary administrator to a permanent position shall not be a matter subject to grievance.

B. STEP ONE

1. The aggrieved party shall discuss his/her grievance with his/her immediate supervisor in an attempt to adjust any matter in dispute prior to the

filing of the written grievance. If the grievance is not resolved in this informal discussion, it shall be reduced to writing and presented to the grievant's immediate supervisor within five (5) days after the date upon which the grievance arose.

2. Within ten (10) work days after the written grievance is presented to the immediate supervisor, he/she shall render a written decision, including the reasons thereon, present it to the aggrieved, and forward a copy to the Association. The grievant shall be afforded an opportunity to have an oral hearing with his/her immediate supervisor in the presence of an Association representative within this ten-day period. Failure of the grievant to avail himself/herself of this opportunity shall not act to delay the rendering of a decision.

3. In the event that the immediate supervisor of the grievant is not the Superintendent of Schools, then the decision, including the reasons, of the immediate supervisor shall be reviewed by the Superintendent of Schools within ten (10) work days after it has been released to the grievant and the Association. The Superintendent shall, no later than the end of this period, have an opportunity to alter, modify, reverse or adopt the decision of any immediate supervisor.

C. **STEP TWO**

1. If the aggrieved party is not satisfied with the written decision, including the reasons, at the conclusion of Step One, he/she may, within ten (10) school days after receipt of this written decision, file an appeal with the Clerk of

the Board of Education. This appeal shall contain copies of the written grievance filed at Step One and the answers thereto. It shall also contain a statement from the aggrieved party of the reasons for the appeal.

2. Within ten (10) days after receipt of an appeal, the Board of Education or a designee or committee thereof shall hold a hearing on the grievance. The hearing shall be conducted in executive session and shall not be open to any person not a party to the grievance or a representative of one of the parties.

3. Any grievant may have Association representation at this stage if he/she so desires.

4. Within ten (10) workdays after the conclusion of the hearing, the Board of Education shall render a decision, including the reasons, in writing on the grievance to the aggrieved party, the Superintendent of Schools, and the Association. The decision of the Board or its designee shall be final and binding upon the parties and not subject to arbitration provided that the decision of the Board is unanimous.

D. **STEP THREE**

1. In the event that the Board's decision was not reached by unanimous agreement of the Board, if a member of the unit is not satisfied with the decision of the Board, and the Association determines that the grievance is meritorious, the Association may submit the grievance to final and binding arbitration on interpretation and/or application of the contract. If a demand for

arbitration is not filed within thirty (30) days of that date of the Board's Step 2 decision, then the grievance shall be deemed withdrawn.

2. Within ten (10) workdays after such written notice of submission to arbitration, the Board of Education and the Association will agree upon a mutually acceptable arbitrator, and will obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the ten (10) days, a request for a list of arbitrators will be made to the American Arbitration Association by either party. The parties will then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

3. The selected arbitrator will hear the matter promptly and will issue a decision not later than thirty (30) calendar days from the date of the close of the hearing. The arbitrator shall not have the power to alter or amend, add to or change the terms of this Agreement. The arbitrator's decision shall be in writing and will be final and binding upon all parties. The costs of arbitration shall be borne equally by the district and the Association.

ARTICLE III – LENGTH OF YEAR

A. The work year for administrative positions existing as of the date of the execution of this Agreement shall be twelve (12) months with annual vacation of twenty-five (25) workdays to be taken normally during the months of July and August. In addition, five (5) days time off with pay (floating days) may be arranged with the Superintendent's approval, between September 1 and June 30. Administrators shall be

allowed to designate their work location for one workday per recess period.

Administrators shall not be required to work on snow days when the district's schools are closed for inclement weather or other emergency.

B. As of July 1, 2000, with the approval of the Superintendent of Schools, Administrators can accumulate up to a maximum of thirty-two (32) days of unused vacation and/or floating days. These days may be carried over for use in subsequent years or may be turned in for monetary reimbursement when the administrator leaves the District. The Administrator will be reimbursed at his/her per diem rate (1/220 of annual salary) in the year of departure. As of July 1, 2001, the Administrator may bank thirty-three (33) days, and as of July 1, 2002, thirty-four (34) days.

ARTICLE IV – PROFESSIONAL COMPENSATION

A. Salary provisions for the period from July 1, 2000 – June 30, 2001 will be as follows:

1. Administrators currently in the employ of the district will be placed on a salary grid reflecting experience, present salary and relative responsibilities as agreed to by the parties. The 2000-2001 salary grid is attached as Exhibit "1."

B. Salary provisions for the period from July 1, 2001 – June 30, 2002 will be as follows:

1. Administrators in the employ of the District for the entire July 1, 2001 through June 30, 2002 school year will be placed on the 2001-2002 salary grid, attached as Exhibit "2" and will advance one step.

C. Salary provisions for the period July 1, 2002 – June 30, 2003 will be as follows:

1. Administrators in the employ of the district for the entire July 1, 2002 through June 30, 2003 school year will be placed on the 2002-2003 salary grid, attached as Exhibit "3," and will advance one step.

D. A new administrator's initial placement on the appropriate salary grid shall be a determination of the Board upon the recommendation of the Superintendent of Schools. The Superintendent will consult with the officers of the Association prior to establishing the salary of a newly employed administrator. After the completion of one year of service, the administrator shall be entitled to advance one step.

E. It is understood that, during the terms of this Agreement, it may be necessary for the Board to alter job responsibilities and/or job titles of members of the bargaining unit. Prior to recommending such changes to the Board, the Superintendent shall consult with the officers of the Association concerning relevant issues. Nothing stated herein shall in any way be interpreted so as to diminish or restrict in any way the Board's right to make reductions in force and set appropriate salaries and/or diminish or restrict an administrator's rights under the Education Law of the State of New York.

F. ASSISTANT PRINCIPAL SALARY SCHEDULE

Assistant Principals' salary steps will not increase after five (5) years of experience.

The existing middle school assistant principal (spring 2001) will be placed on Step 1 and be allowed five (5) years of increases on the salary schedule.

G. MISCELLANEOUS

- 1. Longevity.** Any administrator completing five (5) to nine (9) years in an administrative capacity in this District shall receive a longevity payment of \$1250.00 per annum. Should the anniversary date occur after July 1, the stipend shall be pro-rated. Any administrator completing ten (10) to fourteen (14) years in an administrative capacity in this District shall receive a longevity payment of \$1,500.00 per annum. Any administrator completing fifteen (15) or more years in an administrative capacity in this District shall receive a longevity payment of \$1750.00 per annum. The longevity payments set forth in this Article are not cumulative. Longevity payments will increase \$250 in the 2001-2002 school year and \$250 in the 2002-2003 school year.
- 2. Doctorate.** Any administrator completing an earned doctoral degree from an accredited university shall receive an annual stipend of \$2000.00. This stipend will increase \$250 in the 2001-2002 school year and \$250 in the 2002-2003 school year. Should the degree be awarded after July 1, the stipend shall be pro-rated in the first year.
- 3. Tuition.** Administrators may be reimbursed up to \$1250.00 each school year for tuition reimbursement subject to prior approval of the Superintendent of Schools and satisfactory completion of the approved course work. This will increase \$250 in the 2001-2002 school year and \$250 in the 2002-2003 school year. The administrator agrees to return to

the school district for at least one year of service beyond completion of the course or refund the tuition reimbursement received from the District.

4. **Retirement.** If the administrator submits no later than July 1, 2001, or no later than July 1st of year 2002 or year 2003, an irrevocable letter of retirement effective June 30th two years hence, his or her base salary will be increased by \$15,000 during the first year and \$15,000 during the second year of notification. In order to receive this increase in base salary, the administrator must be 55 years old and have five (5) continuous years' experience in the district since 1995. In order to receive this earned benefit, the administrator should participate actively in all transition efforts, including but not limited to the following:

- a) Participate in the search committee for a replacement;
- b) Prepare a detailed report on the data analysis needed for the building/department Data Book Report;
- c) Prepare a detailed chronological record of major projects and reports completed over the previous year;
- d) Update and review the appropriate Emergency Procedure Book and Project SAVE procedures for the upcoming school year with the replacement;
- e) Provide a minimum of seven (7) hours of consultation with the new replacement administrator in person or by telephone before the replacement assumes the position;

- f) Provide a minimum of five (5) hours of consultation with the new administrator by phone or in person after the replacement assumes the position;
- g) Establish a template for the first quarterly report of the next school year;
- h) Orient the new administrator on the basic principles of the Pearl River continuous improvement model;
- i) Instruct the new administrator on the use of the data warehouse and its relationship to the End-of-the-Year Report;
- j) Instruct the new administrator on the appropriate work schedules and master schedules needed for the effective transition into the new position; and
- k) Review personnel and assist where needed in developing staff evaluation goals prior to October 15th of the new year.

The district will claim, if the administrator leaves before the final two years, any monies paid shall be reimbursed by the administrator to the district. If during these final two years an administrator cannot work and is declared disabled for health reasons by the retirement board, no reimbursement will be made.

ARTICLE V – BENEFITS PROGRAM

A. The Board will make available the New York State Government Employee Health Insurance Program and the First Rehabilitation Insurance Company of America's excess medical expense insurance plan to all administrative employees and their dependents unless changed or modified as provided for in this Article. Administrative employees will be responsible for a portion of the premium cost. Participating administrators will contribute 15% of said premium. Such contributions will be made either in a lump sum payment in September of each year or through payroll deduction. The contribution shall not exceed \$900.00.

B. Withdrawal from Insurance Plans

1. Any person currently enrolled in a family health insurance plan and who desires to withdraw from all District health insurance coverage shall be paid by the District a maximum of \$2,000.00 per year or on a pro rata basis in lieu thereof. Payment will be made in June of each year and is contingent upon the administrator giving notice in writing to the District. The pro rata payment shall be calculated from the first month the insurance companies have stopped coverage through June 30 of each year.

2. The withdrawal shall automatically include withdrawal from the excess major medical plan.

3. Any person who withdraws may re-enroll by written notice to the District only upon change of personal life status and in accordance with the procedures established by the applicable insurance companies.

C. Retiree Health Insurance

1. Individual Coverage – The Board shall pay up to 90% of the premium for the individual medical insurance coverage provided to active administrators or retired administrators who retire(d) from the District subsequent to July 1, 1990. To be eligible, such retirees must be receiving retirement benefits from the New York State Teachers Retirement System, be eligible to receive such benefits, or if not eligible, be at least 55 years of age, and have elected individual coverage.

The following chart represents the percentage of premium that the Board shall annually contribute based on years of service:

<u>Pearl River School District Service</u>	<u>% of Premium</u>
20 or more	90
19	87
18	84
17	81
16	78
15	75
5-14	50

2. Family Coverage

a) The Board shall contribute 80% of cost of the family health plan for those administrators who retire during the contract period ending June 30, 2003. Those administrators retiring after the expiration of this contract will only be entitled to previous contract provisions as outlined in Article XXVI C2 of the Teachers Agreement. Administrators who have retired prior to this agreement shall remain at the previously agreed upon contribution rate.

- b) Nothing herein is intended to reduce the minimum contribution administrators are entitled to under the Statewide Health Insurance Plan.
- c) The Delta Dental Insurance or other equivalent dental plan available to employees will also be made available to retirees at their own cost.
- d) The Board shall be entitled to change the insurance carrier(s) or self-insure during the term of this Agreement and at its expiration provided that the benefits provided by the new carrier(s) or by self-insurance are equivalent to those provided by the Empire Plan and the wrap-around policy at the time of such change.

E. **Group Life Insurance.** Pooled group life term insurance shall be provided each administrative staff member with the premium added to salary. Low premium individuals are guaranteed no less than \$680.00 for the purchase of life insurance. Administrators may decline this benefit by filing a timely written election in accordance with the requirements of the school district and insurance company. An administrator who declines the group life insurance benefit shall receive the amount of the premium as salary.

F. **Dental Insurance.** Dental insurance shall be provided on either an individual or family plan through the Delta Dental Plan or other equivalent dental plan. The premium for such coverage shall be paid by the District. The district will allow retired members to maintain dental coverage with members paying the premium.

G. **Optical Benefit.** Optical benefits for the term of this Agreement shall not be less than the benefit provided to members of the P.R.T.A. for the current school year.

H. **Flexible Benefit Plan.** The District will allow members of the Association access to a flexible benefit plan for the purposes allowable under IRS requirements.

I. **Welfare Fund.** The District shall contribute to a welfare fund established by the Association the sum of \$250.00 per school year for each administrator.

J. **Sick Leave**

1) Sick leave at full salary not to exceed a total of 240 days is available to all members of the administrative staff upon achieving tenure in any position in the District. Probationary Administrators shall receive up to forty (40) days sick leave for each of their probationary years accumulating any unused portion each year until their appointment to tenure. The maximum number of sick days which may be credited at any time to an Administrator is 240 days.

2) If an Administrator with 240 sick days is absent on paid sick leave for more than 140 days but less than the equivalent of one work year (a "work year" for the purpose of this Article, is defined as the number of days of required Administrator attendance in the last completed school year), the Administrator shall have the difference between the number of actual days of absence and 240 credited in the school year in which the Administrator returns to active service. Thereafter, an Administrator who continues in active service shall receive up to forty (40) additional days sick leave for the next two (2) years, accumulating any unused portion, with a maximum of 240 sick days. Commencing with year four

(4) of active service, the sick leave provision for tenured administrators shall be reinstated.

3) In all matters involving the health of an Administrator, and related absences, the District may require a physical examination, the release of medical records, and/or a doctor's verifying statement.

K. **Holidays.** The District shall grant paid holidays on the following days, providing schools are closed: Independence Day, Labor Day, Rosh Hashanah (2), Yom Kippur, Columbus Day, Veterans' Day, Thanksgiving, day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Martin Luther King Day, Presidents' Day (2), Good Friday and Memorial Day.

L. **Personal Leave.** Personal leave requests will be considered and may be granted by the Superintendent. There is no specific number of days.

M. **Mileage Allowance.** Travel "on-the-job" will be reimbursed at the current rate as adopted annually by the Board.

N. **Vacancies.** Administrators shall be given the opportunity to participate and make recommendations in the interview process in filling administrative vacancies. It is recognized that the final recommendation is the responsibility of the Superintendent of Schools, and no administrator who is a candidate for a position shall participate in the interviews for said position.

O. **Notice of Abolition of Position.** An administrator shall be given no less than six (6) months' written notice by the Superintendent of Schools if the administrator's employment is to be terminated due to the abolition of an administrative position.

P. **Notification of Tenure.** Any administrator in the bargaining unit who is to be granted or denied tenure by the Superintendent of Schools shall be notified at least 90 days prior to the date that the person becomes eligible for tenure.

Q. **Disability Insurance.** Disability insurance shall be provided or an alternative benefit of \$300 maximum per year of the contract.

R. **Unpaid Leave.**

1. **Child Care/Adoption Leave.** The Administrator will be granted upon written application to the Superintendent a child care/adoption leave without pay for up to two (2) years. Individuals on unpaid leave must submit to the Superintendent a letter of intent to return to work ninety (90) days prior to the planned date of return.

2. **Other Non-Paid Leave.**

a) Members of the administrative staff with more than three (3) years of service in the District may be granted a discretionary leave without pay, not in excess of one (1) year in length, for professional activity, restoration of health, or alleviation of hardship involving themselves or immediate family upon approval of the Board.

b) Any administrator granted unpaid leave shall have the option, as long as such administrator pays the full amount of premium which the district would pay for such administrator, to receive the medical, dental, optical and life insurance benefits available to members of the unit, payment of the premiums shall be made to the district monthly, in advance.

ARTICLE VI – MANAGEMENT RIGHTS

Except as specifically and expressly modified by the terms of this Agreement, the Board retains the sole and exclusive right to manage, direct and supervise the affairs of the Pearl River School District.

ARTICLE VII – ASSOCIATION PRIVILEGES

Association privileges which have been accorded to any of the professional organizations recognized by the Board shall be extended to the Association. Administrators shall have the right to have their annual membership dues for the Association deducted from their paychecks.

ARTICLE VIII – REQUIREMENT FOR LEGISLATIVE ACTION

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing additional funds shall not become effective until the legislative body has given approvals.

ARTICLE IX – SECTION 210 – CIVIL SERVICE LAW

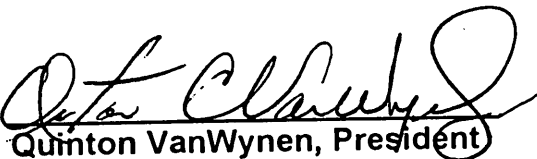
The Association through its officers agrees to comply with the provisions of Section 210, Article 14 of the Civil Service Law and affirms it does not assert the right to strike against any government, will not assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike.

ARTICLE X – AGREEMENT OF PARTIES

This Agreement constitutes the entire agreement of the parties. Neither party will be required during the term of that Agreement to negotiate with respect to any subject not provided for in this Agreement except as expressly provided for pursuant to this Agreement.

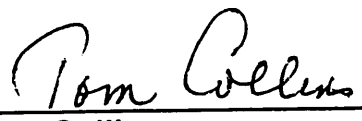
IN WITNESS WHEREOF, the parties
hereunder set their seals this 5th
day of July 2001.

Board of Education of the Pearl River
Union Free School District

By: 
Quinton VanWynen, President

By: 
Richard E. Maurer, Superintendent of Schools

Pearl River School Administrators Association

By: 
Tom Collins

By: 
Dennis Santare

July 1, 2000 thru June 30, 2001

Base Salary										Vice Prin		High Sch Principal	Middle Principal	Directors	Elm Princ	Supervisor			
84845	3.40%	0.89	0.91	1.00	1.10	1.08	1.07	1.06	1.05	0.89	0.91	1.00	1.10	1.08	1.07	1.06	1.05		
Step																			
1	0.8840	0.9100	1.000	1.100	1.080	1.070	1.060	1.050	1	75000	77209	84845	93329	91632	90784	89936	89087		
2	0.8971	0.9240	1.015	1.117	1.096	1.086	1.076	1.066	2	76111	78397	86118	94729	93007	92148	91285	90423		
3	0.9102	0.9380	1.030	1.133	1.113	1.102	1.092	1.082	3	77222	79584	87409	96150	94402	93528	92654	91780		
4	0.9233	0.9520	1.046	1.150	1.129	1.119	1.108	1.098	4	78334	80772	88720	97592	95818	94931	94044	93156		
5	0.9364	0.9660	1.061	1.167	1.146	1.136	1.125	1.114	5	79445	81960	90051	99056	97255	96355	95454	94554		
6	0.9495	0.9800	1.077	1.185	1.163	1.153	1.142	1.131	6	80557	83148	91402	100542	98714	97800	96886	95972		
7	0.9626	0.9940	1.093	1.203	1.181	1.170	1.159	1.148	7	81668	84338	92773	102050	100195	99267	98339	97412		
8	0.9757	1.0080	1.110	1.221	1.199	1.188	1.176	1.165	8	82780	85524	94165	103581	101698	100756	99815	98873		
9	0.9888	1.0220	1.126	1.239	1.217	1.205	1.194	1.183	9	83891	86711	95577	105135	103223	102268	101312	100356		
10	1.0019	1.0360	1.143	1.258	1.235	1.223	1.212	1.201	10	85000	87899	97011	106712	104772	103802	102831	101861		
11	1.0150	1.0500	1.161	1.277	1.253	1.242	1.230	1.219	11	86114	89087	98468	108313	106343	105359	104374	103389		
12	1.0281	1.0640	1.178	1.298	1.272	1.260	1.249	1.237	12	87226	90275	99943	109937	107938	106939	105939	104940		
13	1.0412	1.0780	1.196	1.315	1.291	1.279	1.267	1.255	13	88337	91463	101442	111586	109557	108543	107529	106514		
14	1.0543	1.0920	1.214	1.335	1.311	1.299	1.286	1.274	14	89449	92651	102984	113260	111201	110171	109142			
15	1.0674	1.1060	1.232	1.355	1.330	1.318	1.306	1.293	15	90560	93838	104508	114959	112869	111824	110779			
Step FTE	1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	75000	0	0	0	0	0	0	75000	
	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	0	0	0	0	0	0	0	0	
	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3	0	0	0	0	0	0	0	0	
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	6	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	6	0	0	0	0	0	96886	0	96886	
	7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7	0	0	0	0	0	0	0	0	
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	13	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.0	13	0	0	0	0	0	107529	106514	214043	
	14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14	0	0	0	0	0	0	0	0	
	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15	0	0	0	0	0	0	0	0	
		2.0	0.0	0.0	1.0	1.0	3.0	3.0	1.0		160000	0	0	103581	104772	314519	308789	106514	1098174

July 1, 2001 thru June 30, 2002

Base Salary										Vice Prin		High Sch	Middle	Directors	Elm Princ	Supervisor		
87560	3.20%	0.89	0.91	1.00	1.10	1.08	1.07	1.06	1.05	0.89	0.91	1.00	Principal	Principal	1.07	1.06	1.05	
Step	1	0.8900	0.9100	1.000	1.100	1.080	1.070	1.060	1.050	1	77928	79680	87560	96316	94565	93689	92814	91938
	2	0.9031	0.9240	1.015	1.117	1.096	1.086	1.076	1.066	2	79075	80905	88873	97761	95983	95094	94206	93317
	3	0.9162	0.9380	1.030	1.133	1.113	1.102	1.092	1.082	3	80222	82131	90206	99227	97423	96521	95619	94717
	4	0.9293	0.9520	1.046	1.150	1.129	1.119	1.108	1.098	4	81369	83357	91560	100715	98884	97969	97053	96137
	5	0.9424	0.9660	1.061	1.167	1.146	1.136	1.125	1.114	5	82516	84583	92933	102228	100368	99438	98509	97580
	6	0.9555	0.9800	1.077	1.185	1.163	1.153	1.142	1.131	6	83663	85809	94327	103760	101873	100930	99986	99043
	7	0.9686	0.9940	1.093	1.203	1.181	1.170	1.159	1.148	7	84811	87035	95742	105316	103401	102444	101486	100529
	8	0.9817	1.0080	1.110	1.221	1.199	1.188	1.176	1.165	8	85958	88260	97178	106898	104952	103980	103009	102037
	9	0.9948	1.0220	1.126	1.239	1.217	1.205	1.194	1.183	9	87105	89486	98636	108499	106526	105540	104554	103567
	10	1.0079	1.0360	1.143	1.258	1.235	1.223	1.212	1.201	10	88252	90712	100115	110127	108124	107123	106122	105121
	11	1.0210	1.0500	1.161	1.277	1.253	1.242	1.230	1.219	11	89399	91938	101817	111779	109746	108730	107714	106698
	12	1.0341	1.0640	1.178	1.296	1.272	1.260	1.249	1.237	12	90546	93164	103141	113455	111392	110361	109330	108298
	13	1.0472	1.0780	1.196	1.315	1.291	1.279	1.267	1.255	13	91693	94390	104688	115157	113063	112016	110970	109923
	14	1.0603	1.0920	1.214	1.335	1.311	1.299	1.286	1.274	14	92840	95615	106259	116884	114759	113697	112634	
	15	1.0734	1.1060	1.232	1.355	1.330	1.318	1.306	1.293	15	93987	96841	107852	118638	116481	115402	114324	
Step	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0	0	0	0	0	0	0	0
FTE	2	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	79075	0	0	0	0	0	0	79075
	3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3	0	0	0	0	0	0	0	0
	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4	0	0	0	0	0	0	0	0
	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5	0	0	0	0	0	0	0	0
	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6	0	0	0	0	0	0	0	0
	7	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	7	0	0	0	0	0	0	101486	0
	8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8	0	0	0	0	0	0	0	0
	9	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	9	0	0	0	108499	0	0	0	108499
	10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10	0	0	0	0	0	0	0	0
	11	1.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	11	89399	0	0	0	109746	108730	0	307875
	12	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	12	0	0	0	0	220722	109330	0	330052
	13	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	13	0	0	0	0	0	0	109923	109923
	14	0.0	0.0	0.0	0.0	0.0	0.0	1.0		14	0	0	0	0	0	0	112634	112634
	15	0.0	0.0	0.0	0.0	0.0	0.0	0.0		15	0	0	0	0	0	0	0	0
		2.0	0.0	0.0	1.0	1.0	3.0	3.0	1.0		168474	0	0	108499	109746	329452	323450	109923
																		1149544
																		1149544
																		=====

July 1, 2002 thru June 30, 2003

Base Salary										Vice Prin			High Sch	Middle	Directors	Elm Princ	Supervisor
90187	3.00%	0.89	0.91	1.00	1.10	1.08	1.07	1.06	1.05	0.89	0.91	1.00	Principal	Principal	1.07	1.06	1.05
Step													1.10	1.08			
	1	0.8900	0.9100	1.000	1.100	1.080	1.070	1.060	1.050	1	80266	82070	90187	99205	97402	96500	94696
	2	0.9031	0.9240	1.015	1.117	1.096	1.086	1.076	1.066	2	81448	83333	91540	100693	98863	97947	96116
	3	0.9162	0.9380	1.030	1.133	1.113	1.102	1.092	1.082	3	82629	84595	92913	102204	100346	99416	97558
	4	0.9293	0.9520	1.046	1.150	1.129	1.119	1.108	1.098	4	83811	85858	94306	103737	101851	100908	99022
	5	0.9424	0.9660	1.061	1.167	1.146	1.136	1.125	1.114	5	84992	87120	95721	105293	103379	102421	100507
	6	0.9555	0.9800	1.077	1.185	1.163	1.153	1.142	1.131	6	86173	88383	97157	106872	104929	103958	102015
	7	0.9686	0.9940	1.093	1.203	1.181	1.170	1.159	1.148	7	87355	89646	98614	108475	106503	105517	103545
	8	0.9817	1.0080	1.110	1.221	1.199	1.188	1.176	1.165	8	88536	90908	100093	110103	108101	107100	105098
	9	0.9948	1.0220	1.126	1.239	1.217	1.205	1.194	1.183	9	89718	92171	101595	111754	109722	108706	106674
	10	1.0079	1.0360	1.143	1.258	1.235	1.223	1.212	1.201	10	90899	93433	103119	113430	111368	110337	108275
	11	1.0210	1.0500	1.161	1.277	1.253	1.242	1.230	1.219	11	92081	94896	104665	115132	113039	111992	109899
	12	1.0341	1.0640	1.178	1.296	1.272	1.260	1.249	1.237	12	93262	95959	106235	116859	114734	113672	111547
	13	1.0472	1.0780	1.196	1.315	1.291	1.279	1.267	1.255	13	94444	97221	107829	118612	116455	115377	113220
	14	1.0603	1.0920	1.214	1.335	1.311	1.299	1.286	1.274	14	95625	98484	109446	120391	118202	117108	116013
	15	1.0734	1.1060	1.232	1.355	1.330	1.318	1.306	1.293	15	96806	99746	111088	122197	119975	118864	117753
Step	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1	0	0	0	0	0	0	0
FTE	2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2	0	0	0	0	0	0	0
	3	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3	82629	0	0	0	0	0	82629
	4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4	0	0	0	0	0	0	0
	5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5	0	0	0	0	0	0	0
	6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6	0	0	0	0	0	0	0
	7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7	0	0	0	0	0	0	0
	8	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	8	0	0	0	0	0	106099	106099
	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9	0	0	0	0	0	0	0
	10	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	10	0	0	0	113430	0	0	113430
	11	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11	0	0	0	0	0	0	0
	12	1.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	12	93262	0	0	0	114734	113672	321668
	13	0.0	0.0	0.0	0.0	0.0	2.0	1.0	1.0	13	0	0	0	0	230754	114299	458273
	14	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14	0	0	0	0	0	0	0
	15	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	15	0	0	0	0	0	117753	117753
		2.0	0.0	0.0	1.0	1.0	3.0	3.0	1.0		175891	0	0	113430	114734	344426	1199852
																	1199852